

Injury Prevention Concepts

Rob Pearse, MS, CFE, ABDA

Exercise Physiologist/Certified Functional
Evaluator (ABDA)/Certified Ergonomic
Specialist (AEI)/

Fellow – American Board of Disability
Analysts

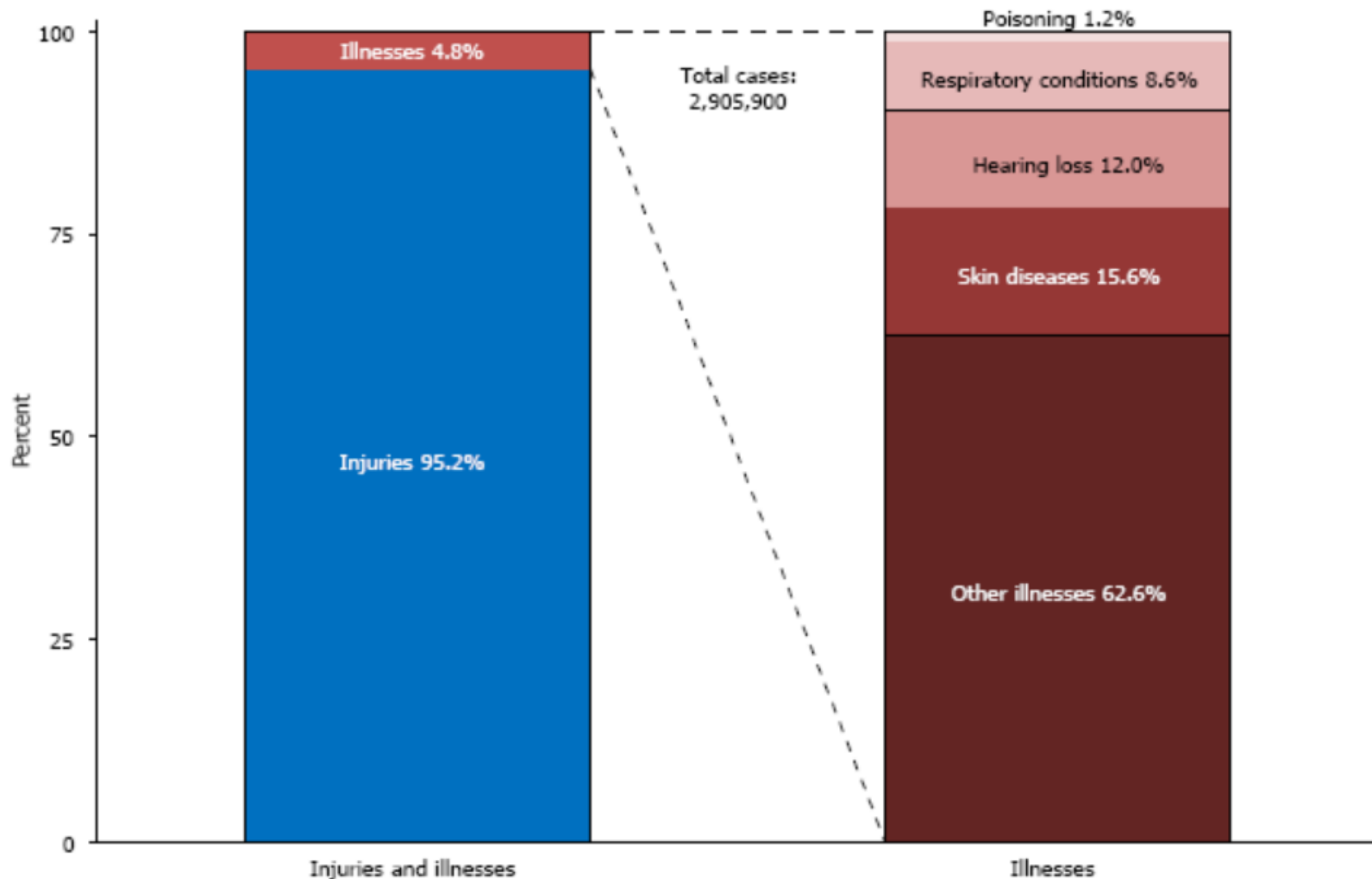
ATI Physical Therapy – Director of Workers
Compensation Services



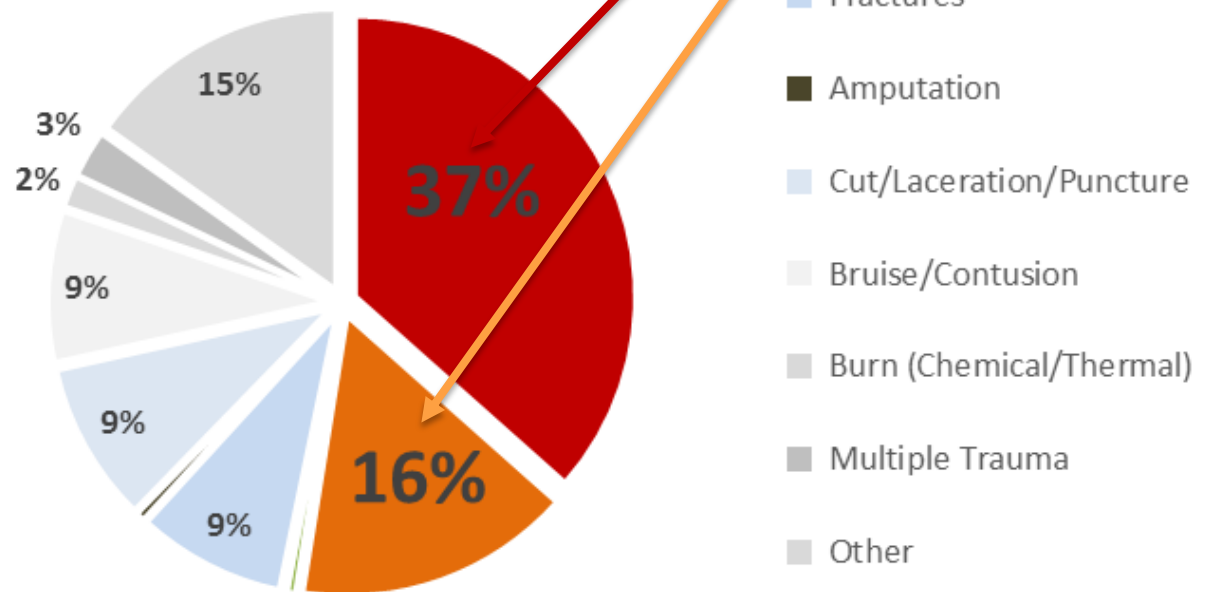
Building a Better Tomorrow

What the Data tells us

Distribution of nonfatal occupational injury and illness cases
by category of illness, private industry, 2015

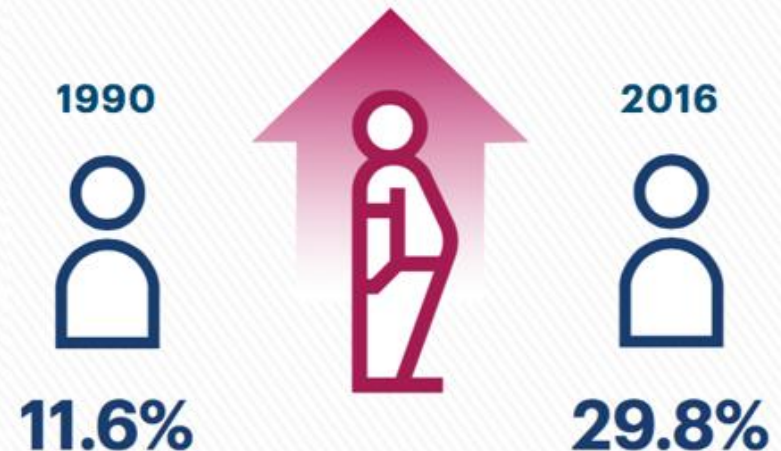


Nature of Injury or Illness in U.S. Requiring Days Away From Work BLS: 2015



What the Data tells us

SINCE THE START OF
AMERICA'S HEALTH RANKINGS
ANNUAL REPORT IN 1990,
THE PREVALENCE OF
**OBESITY AMONG
U.S. ADULTS**
**INCREASED
BY 157%**



In a chronically leaking boat, energy devoted to changing vessels is more productive than energy devoted to patching leaks



THE ALTERNATIVE



Post-Offer Employment Testing (POET)

Physical Ability Testing (PAT)

- *Test applicants for physically demanding jobs such as materials handling with a Pass/Fail determination
- *Testing performed “post-offer” for ADA compliance
- *Enables employer to hire only those applicants who are physically capable of performing the essential job functions.
- *Consistent with all employment regulations and EEOC Uniform Guidelines.



- POET/PAT testing is based on detailed job analysis of the essential physical job demands
- POET/PAT testing is used as part of the post-offer employment process by which the employer's job offer to a candidate is conditional on the candidate passing the test.
- Through an industrial engineering approach, AEI quantifies physical demands including strength, agility and whole body energy expenditure.
- POET/PAT testing evaluates a candidate's strength, agility and cardiovascular endurance.
- AEI compares candidate test data to the established physical job requirements to determine if the candidate meets the requirements for the job.
- AEI sends the employer test results indicating an objective pass or fail.

Advanced Ergonomics
Inc.



- How the job's physical demands were analyzed
- A detailed description of the test battery
- How the tests measure the physical abilities of an individual specific to the physical demands of their job title
- A review of alternative tests that might reduce "Adverse Impact" 60-3.3 B
- How the pass/fail criteria relate to specific job requirements
- How the test battery is intended to be used
- Steps taken to assure accuracy and completeness

Why Advanced Ergonomics?

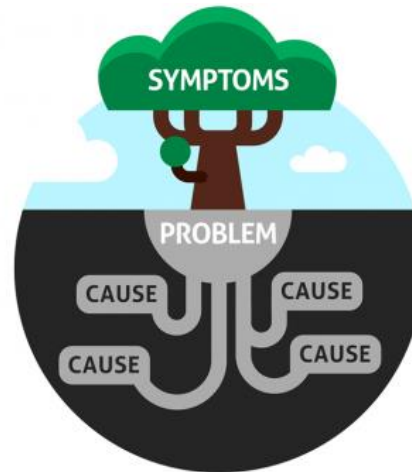


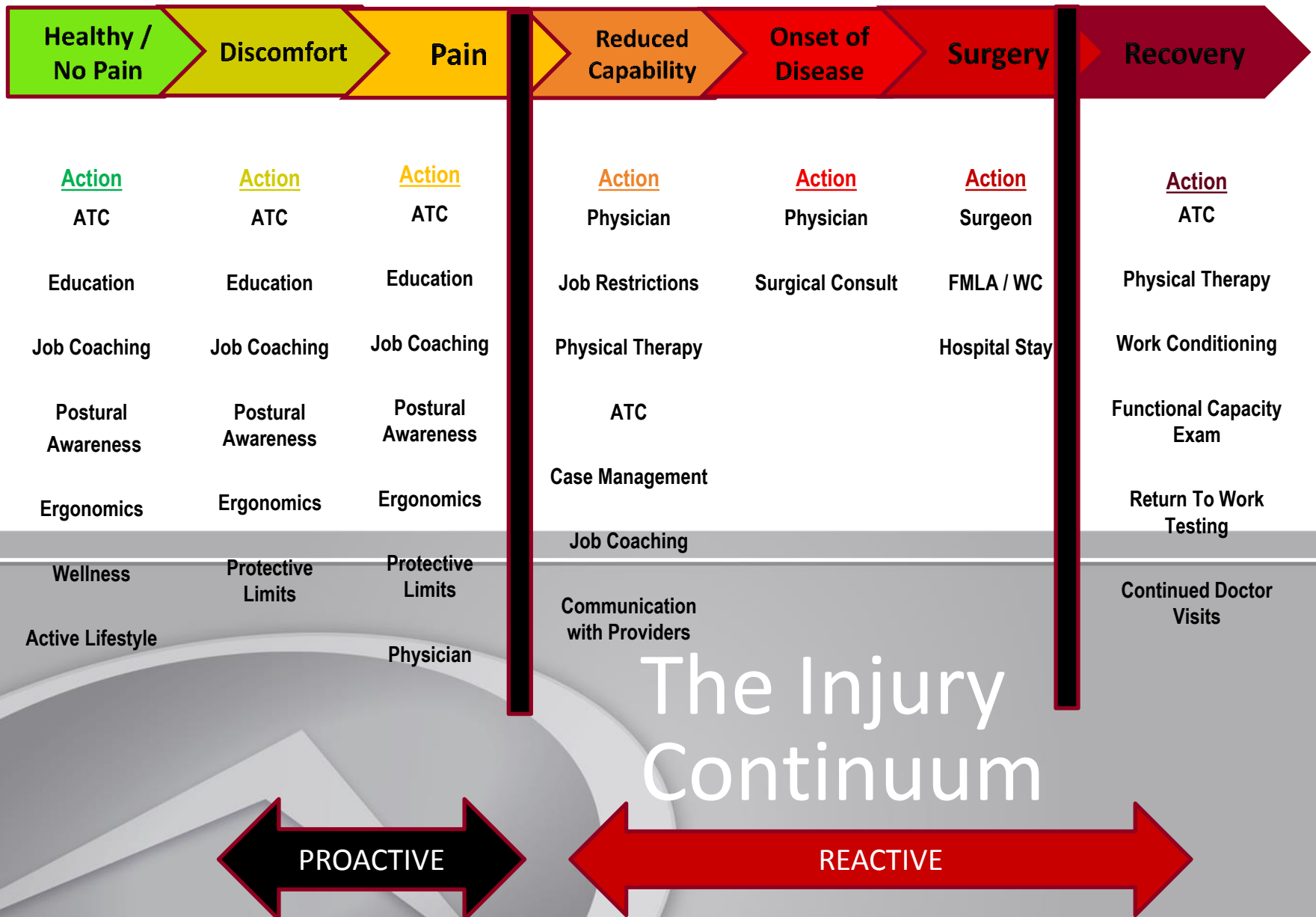
- AEI founded in 1989
- Over 1,000,000 tests performed since 1989
- 400+ Clients with over 1400 testing locations
- Peer Reviewed and Published
- Over 112 Legal challenges - all successfully defended

Prevention

Preventing Repetitive, Postural and Progression of Cumulative Musculoskeletal Injuries....

1. Industrial Ergonomic education
2. Biomechanics coaching
3. Job Coaching (Behavioral)
4. Postural coaching
5. Root-Cause-Analysis mitigation of stressors
6. Wellness Initiatives
7. Motivation





What does EARLY REPORTING look like at your site?



What is your approach to a report of injury?

Employee: *you told me to early report so I am here to tell you my back hurts*

Supervisor: *(grrrr) ok, well.... Do you need to see the doctor?*

Employee: *Well...its not that bad, so I guess not*

Supervisor: *ok, well go back to work and let me know if it does get that bad and we will send you out*



The “Proactive” Approach

Employee: *you told me to early report so I am here to tell you my back hurts*



Supervisor: ~~*(grrrr) ok, well....*~~
~~*Do you need to see the doctor?*~~
Thanks so much for telling me.
Let's go take a look at what might be influencing your discomfort and see if we can make things better

Looking for those in NEED



Who is at GREATEST Risk

1. Aging workers
2. Individuals working excessive over time
3. Individuals just returning after a non-work related event
4. Individuals working a new line/job task
5. Individuals performing non-typical job tasks

Looking for those in NEED



What puts workers at GREATEST Risk

1. Mandatory overtime
2. Broken equipment
3. Mandatory rotating shifts
4. Shortage of workers
5. Unresponsive management
6. Contests/Awards for LOW/NO Reports or Injuries

The Industry's Most Effective Onsite Program



“Someone needs to be YOUR eyes and ears on the floor; working with your most critical asset your PEOPLE”



Providing the RIGHT HEALTHCARE professional



Occupational Setting Practice Competencies*		
	Nurse	Athletic Trainer
Injury/Disease Management	E	N
Mental Health	B	B
First Aid evaluation (triage) and treatment of wounds, exposures, contusions	E	E
Medical Surveillance	E	B
Wellness	B	E
Workers Compensation Case management	E	B
Job Coaching, Injury Prevention	N	E
Injections, blood draws alcohol testing	E	N/A
Drug screening/alcohol testing	B	B

**typical focus of practice in industrial setting*

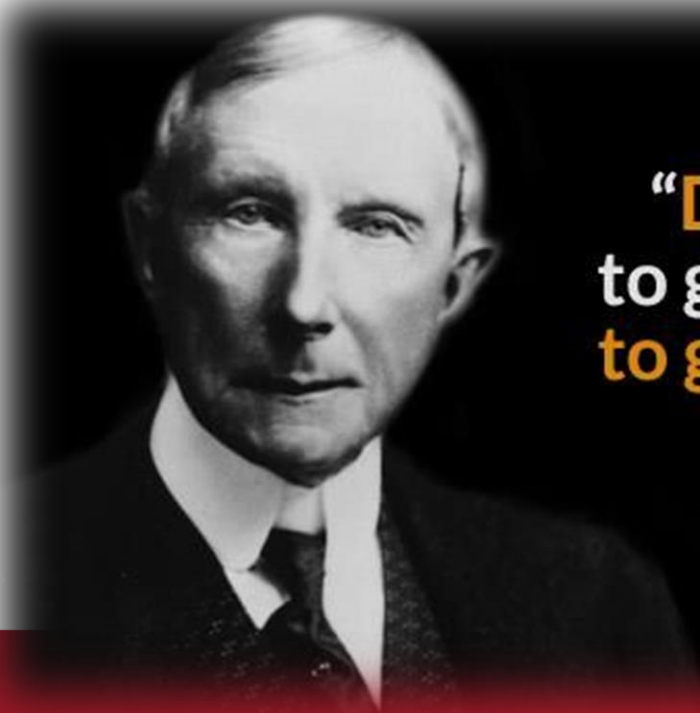
N=novice, B = basic, **E = expert**, N/A = not applicable

HOW Can It Work

On-Floor Presence with Continuous Engagement!

- Evaluator of new hires
- Education on work process; precautionary tips (job coaching)
- Observation/correction of work performance (job coaching)
- First responder to complaints of discomfort/pain/injury
- Identification of Root Cause
- “Treatment” via First Aid





**“Don't be afraid
to give up the good
to go for the great.”**

- John D Rockefeller

Rob Pearce Contact Information:

Robert.Pearse@atipt.com

robpearsefas@mindspring.com

423-280-7885

Based in Chattanooga, TN

Thank you!

Questions and Discussion